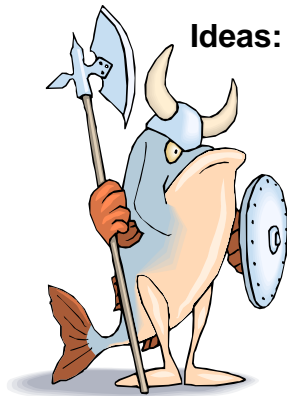


Great Lakes Fisheries Leadership Institute – Joint Illinois and Indiana State Level Stakeholder Discussion Session

11 July 2003, Indiana Dunes National Park, Porter Indiana.

Facilitated by Dale Burkett, Great Lakes Fishery Commission. Recorded by John Epifanio, Illinois Natural History Survey. Note: this document is unaltered except for inserted notes (in blue script) by JE.

What Qualities Should A Member Of The Next Generation Of Leaders Possess: (potential for these qualities or an appropriate subset thereof – may require teams of people)



Ideas:

- Passion for fish and/or fishing
- Interest in the fisheries resources of the Great Lakes
- The time to participate
- Long-term commitment to participate
- Good interpersonal communication skills
- Optimistic and critical nature
- Idealism mixed with ability to be pragmatic
- Enthusiasm and ability to inspire others
- Organizational skills
- Ability to effectively communicate
- Ability to teach
- Knowledge of the fishery resource
- Maintaining self control (in light of conflicts)
- Ability to listen with open mind

Draft Challenges:

- Challenge:** What qualities should a member of the next generation of leaders possess?
 - Challenge:** How can we identify the next generation of leaders (are we looking under the right rock)?
 - Challenge:** How do we transfer the memory, experience and lessons learned to the next generation of leaders?
 - Challenge:** How do we efficiently train the next generation of leaders so that they understand the complex biological, management and regulatory environments in which they will operate?
 - Challenge:** How do we ensure that a motivated new generation of leaders has access to and can affect change in the management and regulatory processes that govern the fishery resources of the Great Lakes?
 - Challenge:** How do we assist and motivate new leaders in their efforts to identify important meetings, workshops, etc. to attend? How do we create the right opportunities if they do not exist?
 - Challenge:** How do we enable new leaders to attend important meetings and workshops?
 - Challenge:** How do we identify future leaders when everyone in our organization is “gray?”
 - Challenge:** How do we get young people to the position of earned respect and social capital (and organizations to respect the input)?
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Challenge: How can we identify the next generation of leaders (are we looking under the right rock)?

Solution: Broaden our search image beyond our traditional fishing memberships & organizations. e.g., high schools, college students, (Hutton – type kids), scouts, legacies, alliances with other groups with biodiversity (& other similar) interests, use public events to identify/recruit, neighbor's kids,

Solution: Active & passive targeting of groups (or individuals).

Solution: Identify and reach out to allied recreational interests

Solution: Volunteers (nurture)

Solution:



Challenge: How do we transfer the memory, experience and lessons learned to the next generation of leaders?

Solution: Participation with experienced members – listen and learn...(e.g., create workshops, and other events that new people can attend).

Solution: Recognize that there are no “ridiculous” questions. Folks bring along differing levels of knowledge and experience

Solution: Actively and formally mentoring new leaders.

Solution: Invite outsiders with leadership experiences to share historical perspectives at organized club meetings.

Solution: Create a system to free up the time to assist novices.

Solution: Encourage and reward new members' participation (run for offices, committee chairs, represent the club to DNR, introduce to other leaders-don't assume they will find each other, 2 way feedback loop, projects that require participation).

Solution: Participation and involvement leads to ownership and ownership leads to further involvement.

Solution:



Challenge: How do we efficiently train the next generation of leaders so that they understand the complex biological, management and regulatory environments in which they will operate?

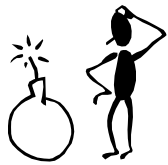
Solution: Training workshop opportunities (e.g., GLFC workshops)

Solution: Recognize that it takes time to get up to speed. Attend Lake Committee Meetings a lot – take notes, can funds be identified to cover costs.

Solution: Use internet (websites) for self-training. Sea Grant, are you listening to this?

Solution: Share written resources (pamphlets, reports, publications, videos, DVDs). Create a library?

Solution:



Challenge: How do we ensure that a motivated new generation of leaders has access to and can affect change in the management and regulatory processes that govern the fishery resources of the Great Lakes?

Solution: Hold meetings on weekends, off-season, in conjunction with sport shows, in good weather ... for working volunteers

Solution: Address conflicting time demands of job, family, other...

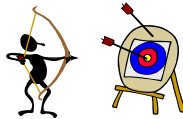
Solution: Multiple, smaller meetings rather than single, larger meetings as an option

Solution: Use of one-day rather than multi-day meetings, periodic teleconferencing, or other technological methods (cost and time savings)

Solution: Work with agencies to make public administrative rule-making processes, fish community objectives, invite rule changes, make open meetings accessible to most-affected stakeholder population. Mechanism to provide feedback is critical for participation and ownership of issues (editor's note: recognize the differences between advisory v. decisional meetings – law).

Solution: Invoke a “conservation congress” model for managing the lakes. (participatory governance) – expanded GLFC lake committee process????

Solution: “Open up” fish and wildlife advisory committee to groups not presently represented



Challenge: How do we assist new leaders in their efforts to identify important meetings, workshops, etc. to attend? How do we create the right opportunities if they do not exist?

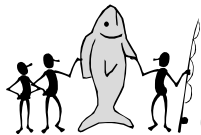
Solution: Fisheries extension officers in each state

Solution: Use internet to post meetings (web sites, e-mails, list-servers, ...)

Solution: Use public notices to alert stakeholders (federal register, Indiana.gov, Illinois.gov notices, etc.)

Solution: Use evaluation and post event surveys to judge whether impact has been achieved

Solution:



Challenge: How do we enable new leaders to attend important meetings and workshops?

Solution: Funding!!!! For travel re-imbursements, cost-cutting options, central locations, alternating locations, (e.g., Sea Grant, GL Protection Fund, others?).

Solution: Tie-in social or fishing events to “experience” the resource.

Solution: Technologies (conference calls, videoconferencing, Microsoft meetings, University extensions services and media centers)

Solution: Thoughtful meeting planning and management (including agenda building).

Solution:

Editor's Note: These solutions have not undergone a fuller SWOT analysis.

Fishermen Perspectives

- Contaminant issues receive too much focus and press attention
- Good to know if contaminants are present
- License fees are increasing
- Charter boat insurance premiums are going up
- Coast Guard stand off requirements are causing problems for charter captains
- It is hard to make money as a charter boat captain
- Charter fishing trips provide the only means for many fishermen to access fishing opportunities on the Great Lakes
- Sport fishery keeps changing
- Recreational fishermen have a hard time accessing places to fish
- Tensions exist between sport and commercial fishermen
- The more we get to know how others manage and use the fisheries, the better we understand each other
- Electronic reporting of commercial catch could be passed on to the charter boat fishery
- The fishery starts at the top of the watershed
- Urban sprawl is an issue
- The Technical and Lake Committees are doing a pretty good and thorough job that the fishermen don't really see
- Really neat stuff is going on with sea lamprey control...like the pheromone work

- DNRs sometimes need fishermen to get politically involved
- It is important to manage fishery resources based on sound science, not just politics
- Fishermen's egos stand in the way of working together on issues
- You have to make change in your own back yard (e.g. attend county planning meetings)
- It is important to read your papers and pay attention to project notices...then attend hearings and make suggestions
- Meetings are a pain, but it is worth the effort to be there and be heard
- Commercial fishermen are invested in the Great Lakes too
- State DNRs have cooperated successfully with commercial fishermen to do all kinds of innovative management
- Commercial, sport and charter fishermen have their hearts and souls in the Great Lakes
- Everybody is entitled to the same fish and we all have to work together
- Computer license sale requirements on board charter boats could bankrupt charter boat fishermen...why can't all states have a one day license
- Stock all fish at night, not during the day (seagull predation)
- Declines in license sales and youth participation in fishing (and hunting) ...need for young leadership
- With DNR cutbacks, people are willing to risk violating because they don't expect tickets
- Jurisdictional reciprocity and equality in licenses
- Take SSN off of fishing licenses
- Enhance predator fish through regulation
- Make senior licenses free across the board